2015-16 District Goals

Goal 1: Student Learning

La Grange School District 102 will develop and support the whole student through equitable access to a Common Core aligned curriculum, programs and services that have demonstrated success in promoting student achievement, student growth, and social/emotional development.

- **Objective 1**: All students will be reading at grade level by the end of third grade.
- **Objective 2**: Identify and implement grade level expectations in writing and math.
- **Objective 3**: Analyze our current methods related to SEL to ensure alignment with best practice.

Goal 2: Personnel

La Grange School District 102 will develop best practice processes to support the hiring and retention of effective and competent staff while monitoring job satisfaction within a collaborative working environment.

- **Objective 1**: Identify/develop consistent recruitment and hiring practices, such as attendance at recruitment fairs, implementing an applicant screening process, etc., while maintaining the ability to consider individual traits/characteristics per building.
- **Objective 2**: Review/revise new teacher induction, orientation, and mentoring process to align with best practice
- **Objective 3**: Develop orientation/training process for all non-teaching staff.
- **Objective 4**: Monitor performance evaluation process to ensure that consistent, productive feedback is provided.

- **Objective 5**: Investigate available practices and tools designed for monitoring job satisfaction.

Goal 3: Finance

La Grange School District 102 will demonstrate fiscal responsibility through a transparent process of budget development that strives for no structural deficit and effective and efficient delivery of services for students.

- **Objective 1**: Conduct a thoughtful and comprehensive inventory of district revenue and spending over the last 3-5 years.
- **Objective 2**: Find and utilize multiple avenues to share historical and current information and bring our stakeholders into the conversation early and often.
- **Objective 3**: Determine the costs and priorities of all district expenditures.
- **Objective 4**: Develop scenarios to reduce expenditures and increase revenue for the FY17 Budget.

Goal 4: Community Engagement

La Grange School District 102 will demonstrate leadership in communication to a variety of constituents through a variety of media in order to increase the visibility of the district, transparency of processes, and engagement of parents and the community.

- **Objective 1**: Develop a district website that is visually appealing and informative, which aids in telling the District 102 story, and increases the visibility of the district within the community and outside its boundaries.
- **Objective 2**: Develop a Communications Plan that utilizes a variety of media and connects with a variety of constituents.
- **Objective 3**: Connect personally with constituent groups that do not have students in the district.